



Financial Management Career Program

by Mr Ron Stuewe

FMCP Behavior Inventory Update: The FY99 Behavior Inventory (BI) cycle was another combined effort of several career programs: Financial Management, Logistics, Program Management, and Communications and Information Systems. Registrants (as of 30 June 1998) in career program defined grades were included in the cycle. There were 2,818 FMCP registrants, and 959 registrants for other career programs. This year, a list of names and BI score sheets, and a brief one page instruction sheet were mailed to Mission Support Squadrons (and to Air Force Audit Agency in Washington for Auditors) for redistribution to supervisors and registrants. The packages were mailed on 10 August and were to be returned by 24 October.

The BI instructions, guidelines, and questions were placed on the World Wide Web (WWW). Supervisors and registrants could view, download, or print all related items except the score sheet from the WWW. This initiative streamlined much of the BI process. Supervisors and registrants without web access received printed versions of the materials by e-mail. There were over 1,000 visits to the WWW site per month.

At the recommendation of FMCP, the web administrators posted the names of FY99 BI cycle registrants, dates their BI score sheets were scanned, and the duty locations of the registrants on the WWW. The date by a registrant's name indicated the date the BI score sheet was scanned. If the date field was blank, a completed BI scores sheet was not returned. If a name was not on the list, that person did not receive a BI in this cycle. This innovation saved numerous phone calls to and from the career programs. It also gave all interested parties visibility regarding completion or non-completion of the score sheets by registrants, supervisors, and managers.

On 4 November 1998, the FMCP mailed post cards to remind registrants that they still had not returned a completed score sheet. On 24 November 1998, FMCP sent 666 reprinted score sheets to the home addresses of FMCP registrants who had not returned score sheets as an additional reminder. By mid-December, 84% of the BI score sheets had been returned, and 27 score sheets with errors remained outstanding. Registrants due a BI during this cycle with outstanding score sheets will have their BI score set to "0" until the new score sheet is received and scanned.

BI average scores by grade as of 31 Dec 98:

Distinguishing Competencies	GS-11	GS-12	GS-13	GS-14
1. Communication and Persuasion	46.8	56.7	57.3	61.3
2. Conceptual & Strategic Thinking	60.4	67.2	72.1	78.8
3. High Standards of Exc and Eff	73.1	71.5	71.1	71.9
4. Initiative	48.2	54.2	70.7	76.6
5. Interpersonal Awareness	56.2	59.4	62.7	66.9
6. Self Confidence	58.8	64.5	68.4	72.9
7. Technical Expertise (GS 12/13)	53.0	54.0	N/A	N/A
8. Tenacity	57.2	58.0	54.9	57.3
9. Developing Others	N/A	N/A	50.3	47.7
10. Entrepreneurial Achievement	N/A	N/A	59.9	68.1
11. Flexibility	N/A	N/A	64.0	64.5
12. Use of Influence Strategies	N/A	N/A	52.2	55.8
13. Working Through Others / Group	N/A	N/A	51.5	60.7
Leadership				
OVERALL BI SCORE (max 75)	42.6	45.6	46.0	48.9
PRIOR CYCLE AVERAGE	43	44	46	49

BI distribution of scores in ranges (for registrants who have a BI score) by grade as of 31 Dec 98:

BI Range	GS-11	GS-12	GS-13	GS-14
00 - 00	Excludes Registrants Without a BI Score			
15 - 25	3.0%	1.8%	0.9%	0.0%
26 - 35	22.5%	15.6%	10.1%	7.2%
36 - 45	37.2%	33.2%	38.9%	28.4%
46 - 55	26.9%	31.3%	34.1%	39.2%
56 - 65	9.1%	16.3%	14.7%	23.2%
66 - 75	1.2%	1.8%	1.4%	2.0%

TPS distribution of scores in ranges by grade as of 31 Dec 98:

TPS Range	GS-11	GS-12	GS-13	GS-14
000-075	2.5%	1.1%	0.8%	1.5%
076-100	11.4%	4.9%	1.5%	1.8%
101-125	23.2%	16.4%	9.6%	9.8%
126-150	33.6%	31.1%	25.1%	11.6%
151-175	27.7%	42.1%	55.9%	57.0%
176-200	1.6%	4.3%	7.1%	18.4%
Overall TPS Avg	132	143	152	157
Prior Cycle Avg	134	142	148	155

The next cycle for the BI will be late summer. This cycle will include grades 13 and 14 registrants and new people registered in the FMCP by 30 June 1999.

FMCP Telephone Changes: The DSN and commercial telephone numbers changed for Randolph AFB effective 13 March 1999. The new numbers for the FMCP are DSN 665-2595, 2687, or 2051. The new number for facsimile machine (FAX) is DSN 665-2874. The area code for Randolph (210) did not change; however, the new commercial numbers are (210) 565-2595, 2687, or 2051. The commercial FAX number is (210) 565-2874.

Accurate Telephone Numbers: Selecting supervisors justifiably complain about the accuracy of phone numbers on career program certificates. This continues to be a problem and the FMCP solicits your assistance. Please e-mail to fmcp@afpc.randolph.af.mil when your phone number changes so we can update the data base, or complete the new phone number portion of the BI score sheet.